

QUEENSLAND ENERGY AND JOBS PLAN

Power for generations

Interim Energy Industry Council

Tripartite representation of unions, industry and Government

Our commitment is to help form the bridge between our proud energy history and our bright energy future. Energy workers within our publicly owned energy businesses have been the backbone of Queensland's secure and reliable energy system.

Generations of workers in our traditional power generating assets have helped keep the lights on in Queensland and helped to build our great state. We respect their efforts and contributions while looking ahead to the future and the next generation of energy workers.

Our commitment is to put people first and to support workers, their families, and their communities and regions to continue to deliver a lasting legacy and prosperous future for Queensland.

Meeting Communiqué – September 2023

The Queensland Energy Workers' Charter was signed on 28 September 2022, alongside the launch of the Queensland Energy and Jobs Plan by the Premier.

Early this year, the interim Energy Industry Council (EIC) agreed on the forward work program for 2023. Three key objectives were identified:

1. To see the EIC, Job Security Guarantee and Queensland Renewable Energy Jobs Advocate formally established in legislation.
2. Identify critical support mechanisms for workers; and
3. Have processes in place for developing individual transition plans for workers in government owned coal-fired power stations.

To support progress toward these objectives, a subcommittee was established with representatives from each member organisation.

Job Security Guarantee Fund

The interim EIC was updated on the progress of draft legislation that will enshrine the Government's commitment to the transformation in legislation, create the frameworks needed to build the Queensland SuperGrid and establish governance and advisory functions required for a smooth energy transformation.

The draft legislation sets the foundational aspects of the Job Security Guarantee Fund including its establishment, purpose, and the reporting requirements. To support implementation and operation of the Fund, the draft legislation allows for a Fund Guideline to be developed that articulates the procedures for making payments and for dealing with complaints about payments.

The interim EIC considered it important that work commenced on a supporting guideline immediately, and requested the subcommittee take this forward.

Focus on worker engagement

The interim EIC and subcommittee members have had an opportunity to meet with Evidn to further refine and develop a worker engagement approach. The following includes an excerpt from the August communiqué including an overview of Evidn and an update on timing and progress.

Evidn is a Queensland based behavioural science company that is working with the interim EIC to develop a worker-centric, evidence-based engagement framework to help understand the preferences and pathways that workers are seeking from the energy transformation.

Evidn’s insights can help support shared understanding, ongoing collaboration and positive partnerships, and their experience across Australia and the United States can help inform the work of the interim EIC.

A careful and considered approach to engagement with workers is being delivered through three phases which will be customised for each site in consultation with interim EIC and subcommittee members:

1. Relationship building through early site visits – August to September 2023 (extending into October)

These conversations, led by Evidn, are centred around meeting with existing site groups such as consultative committees, leadership teams and members of the interim EIC and its subcommittee.

2. Initial voluntary engagement – November to April 2023

Voluntary engagement opportunities at each site are anticipated to occur in the last quarter of 2023. These sessions will be led by Evidn, with tripartite representation reflective of the interim EIC and subcommittee and will seek to understand initial views and perspectives from workers. These will also be opportunities for workers to ask any questions they might have about Evidn, the process, or the interim EIC and subcommittee.

3. Follow up site visits to listen and test – February to June 2024.

Further, follow up engagements are planned for the first half of 2024. This engagement will be structured around the key questions and concerns raised through phase 1 and phase 2.

The overall objective for this engagement is to understand individual needs, perspectives, and preferences of workers. This is to assist the interim EIC and subcommittee in its endeavours to provide customised, worker-centric support mechanisms.

This communique seeks to provide a high-level overview of the key engagement phases. Site-based information with more specific dates and engagement opportunities will be developed and circulated through various networks and communication channels in advance.

Future Energy Jobs Guide

Government Owned Corporations and Energy Unions have participated in the development of a Future Energy Jobs Guide (Jobs Guide) that provides anyone with an interest in a renewable energy career with information about job categories including electrical trades, construction, technicians, engineers, science, and technology professionals as well as corporate roles. At the interim EIC meeting, the Department of Youth Justice, Employment, Small Business and Training, provided an update on the Jobs Guide to the interim EIC and provided an opportunity for any final questions or comments. The Jobs Guide is anticipated for public release shortly.

Next Meeting

The next interim EIC meeting is scheduled for 16 November 2023.

Membership

Interim EIC members represent the interests of signatories to the Queensland Energy Workers’ Charter and are supported by the Department of Energy and Public Works.

Unions	Electrical Trades Union Australian Manufacturing Workers’ Union Construction, Forestry, Maritime, Mining and Energy Union (Mining and Energy Division) Professionals Australia The Services Union
Publicly Owned Energy Businesses	CleanCo Queensland CS Energy Energy Queensland Powerlink Queensland Stanwell Corporation